

HELLENIC AGRICULTURAL ORGANIZATION – DIMITRA
“ELGO – DIMITRA”

GENDER EQUALITY &
ANTI-DISCRIMINATION PLAN
OF ELGO-DIMITRA

Approved on 23.07.2025 by decision No. 34 of the 09th/23.07.2025 session of the Board of Directors

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A' Vice President of the Board of Directors,
ELGO-DIMITRA



2022–2025

Contents

1. BRIEF DESCRIPTION OF THE ORGANIZATION	3
2. INSTITUTIONAL FRAMEWORK AND HISTORY OF THE ESTABLISHMENT OF THE GENDER EQUALITY AND ANTI-DISCRIMINATION COMMITTEE (GEADC)	4
3. MISSION AND RESPONSIBILITIES OF THE GENDER EQUALITY AND ANTI-DISCRIMINATION COMMITTEE (GEADC)	9
4. KEY OBJECTIVES AND PRIORITY FIELDS	10
5. CURRENT STATUS	11
6. MAIN ACTIONS OF INTERVENTION	24
7. MONITORING AND EVALUATION	26
8. DEDICATED RESOURCES AND ACTIONS	27

1. BRIEF DESCRIPTION OF THE ORGANIZATION

ELGO-DIMITRA is a non-profit Legal Entity under Private Law, governed by Law No. 5035/28.03.2023 (Government Gazette A’ 76) and Joint Ministerial Decision No. 919/131869/20.10.2014 (Government Gazette B’ 2889/27.10.2014) by the Ministers of Finance and Rural Development & Food. It operates under the supervision of the Ministry of Rural Development and Food and is registered in the “Registry of Public Administration Services and Bodies” issued by the Ministry of Interior (August 2023), as a public sector body, specifically, a Legal Entity of Private Law, of a public character, established for the pursuit of charitable or other purposes serving the public interest.

Its main operational sectors, via the corresponding General Directorates (Research – Agricultural Training – Certification), include:

- Promoting innovation, conducting research, disseminating knowledge, technology, and advisory services across all areas of the agri-food chain.
- Providing vocational education and training in agriculture.
- Implementing good agricultural practices, protecting origin and identity, ensuring lawful use of terms and labels on agricultural products and food, with rigorous control over the production, origin, and distribution cycle for milk and meat in Greece.

The **General Directorate of Agricultural Research** of ELGO-DIMITRA, with its 11 research institutes, supports Greek agriculture in addressing global challenges. It focuses on climate change adaptation, biodiversity restoration, food safety, competitiveness of agricultural enterprises, and sustainability of agricultural operations.

Institutes under ELGO-DIMITRA:

1. Institute of Agricultural Economics Research
2. Institute of Fisheries Research
3. Institute of Industrial and Forage Crops
4. Institute of Plant Breeding and Genetic Resources
5. Institute of Forest Research
6. Institute of Soil and Water Resources
7. Institute of Olive tree, Subtropical Crops, and Viticulture
8. Institute of Animal Husbandry Science
9. Institute of Veterinary Research
10. Institute of Mediterranean Forest Ecosystems
11. Institute of Technology of Agricultural Products

The **General Directorate of Knowledge Transfer** is the main mechanism for agricultural vocational education and training of the Ministry of Rural Development and Food. Knowledge transfer and information activities enable trainees to learn through observation

or participation in the production process, utilizing modern production methods, innovation, and the use of new technologies.

The General Directorate of Quality Assurance of Agricultural Products is responsible for the inspection and certification of businesses engaged in the production – processing – transformation – packaging – marketing of PDO/PGI products, businesses producing and/or marketing Special Poultry Breeding products (SPE), and businesses producing Quality Beef Meat. It is also responsible for drafting and issuing voluntary sectoral standards and guidelines, as well as preparing specifications to ensure the quality of agricultural products, monitoring milk and meat balance compliance, and quality control of milk. Additionally, it supports and implements European and other programs related to quality, as well as the certification of agricultural advisors.

2. INSTITUTIONAL FRAMEWORK AND HISTORY OF THE ESTABLISHMENT OF THE GENDER EQUALITY AND ANTI-DISCRIMINATION COMMITTEE (GEADC)

Respect for human rights is a fundamental obligation of any rule-of-law state. Discrimination against women in particular, and individuals in general, violates the principles of gender equality and respect for human dignity. The Greek Constitution¹ guarantees equality between genders (Art. 4, §2) and the right to equal pay for work of equal value, regardless of gender or other differences (Art. 22, §1). It also recognizes substantive equality between the sexes. In the 2001 constitutional revision, it was stipulated that: "Taking positive measures to promote equality between men and women shall not be considered discrimination based on gender" and that "The State shall ensure to eliminate inequalities that exist in practice, especially to the detriment of women" (Art. 116, §2). This amendment paved the way for positive measures in various areas, such as, for example, the adoption of gender quotas for local, national and European Parliament elections, as well as the aforementioned gender provision for advisory bodies and scientific councils. As a consequence, a number of new laws and provisions on research and private organizations have been adopted. Gender equality and non-discrimination are common values on which the European Union (EU) is founded and are firmly enshrined in the EU Treaties, the EU Charter of Fundamental Rights, and secondary legislation.

In drawing up the Gender Equality Plan, ELGO-DIMITRA has considered: a) Directive 2006/54/EC², of the European Parliament and of the Council of 5 July 2006, as applicable, regarding equal opportunities and the implementation of the principle of equal treatment between men and women in matters of employment and occupation, in both the private and

¹ Constitution of Greece, as revised by resolution dated May 27th, 2008 by the H' revisionary Parliament session.

² Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast), OJ L 204, 26.7.2006, p. 23-36.

public sectors, with regard to remuneration and access to employment, which requires the prohibition of any direct or indirect discrimination based on gender, harassment and sexual harassment, b) Directive 2010/41/EU³ of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in self-employed activity and those contributing to such activity, c) Council Directive 92/85/EEC⁴ of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding, (d) Council Directive 2010/18/EU⁵ of 8 March 2010 implementing the revised Framework Agreement on parental leave, and e) Council Directive 97/81/EC⁶ of 15 December 1997 concerning the Framework Agreement on part-time work. Also taken into account is Directive 2000/43/EC⁷ of 29 June 2000, implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, colour, or descent in the field of employment, and Council Directive 2000/78/EC⁸ of 27 November 2000, establishing a general framework for equal treatment in employment and occupation, and prohibiting discrimination on the grounds of religion or belief, disability or chronic illness, age, family or social status, sexual orientation, gender identity, or sex characteristics.

The principle of gender equality is enshrined both constitutionally (Art. 4 §2) of the Constitution of Greece⁹ and through international instruments, notably the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)¹⁰, which was signed by Greece on 2 March 1982 and ratified by Law No. 1342/1983¹¹, thereby acquiring the force of law. Moreover, the Greek legal order has ratified and incorporated into domestic law a range of international conventions, optional protocols, and European Union Directives, thereby affirming that, within the Greek democratic legal framework, the protection and promotion of the principle of gender equality constitute a fundamental obligation and an imperative in the democratic legal order of Greece.

³Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC, OJ L 180, 15.7.2010, p. 1-6.

⁴ Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC), OJ L 348, 28.11.1992, p. 1-7.

⁵ Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC, OJ L 68, 18.3.2010, p. 13-20.

⁶ Council Directive 97/81/EC of 15 December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC, OJ L 14, 20.1.1998, p. 9-14.

⁷ Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, OJ L 180, 19.7.2000, p. 22-26.

⁸ Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, OJ L 303, 2.12.2000, p. 16-22.

⁹ Constitution of Greece, as revised by resolution dated May 27th, 2008 by the H' revisionary Parliament session.

¹⁰ <https://www.un.org/womenwatch/daw/cedaw/text/econvention.html>

¹¹ Law 1342/83 For the sanction of U.N. *International Convention for the Eradication of all forms of Discrimination Against Women*, Government Gazette 39 A' /1983

Pursuant to Law No. 4604/2019¹² on the promotion of substantive gender equality and the prevention and combating of gender-based violence, the integration of the gender perspective must be ensured at all stages of policy-making. In particular, the gender perspective is to be incorporated into all sectors of private and public life, especially in the political, social, economic, and cultural spheres of the country. Simultaneously, the Greek legislator provides for the implementation of measures at the ministerial level to ensure the integration of the principle of gender equality and the gender perspective into the formulation of public policy.

Additionally, based on Article 33 of Law No. 4589/2019¹³ and in alignment with the official guidance of the European Union concerning Gender Equality Plans¹⁴, **Gender Equality Committees** are established within the Higher Education Institutions (HEIs) of the country. Based on these legal frameworks, since 2019, HEIs and Research Centers are required to revise their educational and research strategies and implement structural changes in areas such as human resource management, funding, decision-making, and staff evaluation procedures to ensure gender inclusion and equal participation in academic knowledge, professional development, and research.

Gender Equality Plans (GEPs), as instruments of structural change within Higher Education Institutions (HEIs) and Research Centers, constitute a directive of the European Commission under the Gender Equality Strategy 2020–2025¹⁵. They serve as a means of commitment by Member States and academic and research institutions to the strategic European objectives on gender equality. Furthermore, since 2022, the adoption of such plans has become a prerequisite for eligibility to access research funding from European sources (European Commission, Horizon Europe Work Programme 2021–2022).

By Decision No. 10943/23.02.2022 of CEO and approved by the No.2 off-agenda Decision of the Board of Directors of ELGO – DIMITRA on 01.03.2022, the **Gender Equality Committee (GEC)** of ELGO – DIMITRA was established. It comprised 9 regular and 9 alternate members from the General Directorate of Agricultural Research (5 members), General Directorate of Administrative & Financial Affairs (2 members), General Directorate of Agricultural Education

¹² Law 4604/2019 “Promoting substantive equality between the sexes and combating gender-based violence”, Government Gazette, 50 A’, 2019.

¹³ Law 4589/2019 “Synergies of the National and Kapodistrian University of Athens, the Agricultural University of Athens, the University of Thessaly with the TEI of Thessaly, the TEI of Central Greece, the Pallimniako Fund and other regulations”, Government Gazette 13 A’/2019.

¹⁴ <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>.

¹⁵ Communication 2020 of 2019 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the regions. A Union of Equality: Gender Equality Strategy 2020-2025., Brussels, 5.3.2020, 1-22.

& Training (1 member), General Directorate of Quality Assurance of Agricultural Products (1 member). Committee members included:

- Anastasia Tsagkarakou, Director of Research, with alternate Smaro Sotiraki
- Alexandra Sindori, Associate researcher, with alternate Athanasios Ragkos
- Pantelis Natskoulis, Senior Researcher, with alternate Vasilios Gkisakis
- Aliko Kapazoglou, Senior Researcher, with alternate Georgios Merkouropoulos
- Serafina Vasmatzian, Administrative Officer, with alternate Elena Latoudi
- Gerasimoula Angelopoulou, Financial Officer, with alternate Konstantina Papadopoulou
- Styliani Charitopoulou, Administrative Officer, with alternate Stavroula Graikousi
- Spyridon Stachtiaris, Agronomist, with alternate Athanasia Avlakioti
- Marilena Freskou, Administrative Staff, with alternate Georgia Theodoridou

This first committee liaised with equivalent committees of other research centers and, on 06/04/2022, at the initiative of the GEC of the Foundation for Research and Technology – Hellas (FORTH), formed the informal Network of Gender Equality Committees of Research Centers and Independent Research Institutes, with 13 entities involved, including ELGO – DIMITRA.

In collaboration with the network and then-Deputy Ministers for Research (Mr. Christos Dimas) and Labor (Ms. Maria Syreggela), a legislative proposal was developed, leading to the official institutionalization of Gender Equality Committees as Committees for Gender Equality and Anti-Discrimination (GEADC) via Article 58 of Law 5019/2023. According to the law, the former GEC was renamed GEADC, continued its function with the existing composition until the end of its term, and was tasked with developing its internal regulations for approval by the Board of Directors of ELGO – DIMITRA.

By Decision No. 10 from the 1st/07-01-2025 Board Meeting of ELGO – DIMITRA, the Internal Operating Regulation of the GEADC was approved. Based on this, Announcement No. 9092/21.02.2025 was issued for expressions of interest for membership in the new GEADC.

The new committee, approved by Decision No. 26 (6th/20-05-2025 Board Meeting), comprises the following regular and alternate members:

1. Anastasia Tsagkarakou, Director of Research– Aliko Xanthopoulou, Senior Researcher
2. Aliko Kapazoglou, Senior Researcher – Vaia Kantzoura
3. Alexandra Sindori, Associate Researcher – Zoi Kotsina
4. Pantelis Natskoulis, Senior Researcher – Efstathios Roumeliotis, Associate Researcher

5. Afroditi Tsampalla, Senior Researcher – Theodora Pitsoli, Scientific Personnel
6. Vasileios Ziogas, Senior Researcher – Ioannis Ganopoulos, Director of Research
7. Petros Soulakis – Magdalini Christodoulou
8. Konstantina Papadopoulou – Foteini Klagou
9. Evridiki Oikonomou – Sofia Aggelaina

In accordance with its Internal Regulations, during its first meeting held on 12 June 2025, the Committee elected Chairperson and Deputy Chairperson. With its new composition, the Committee's first mission is to update the Gender Equality and Anti-Discrimination Plan (GEADP) of ELGO – DIMITRA. Given that the Organization's initial GEP was set for the implementation period 2022–2024, and that the new Gender Equality and Anti-Discrimination Committee (GEADC) was appointed on 20 May 2025, it was decided at the second meeting of the GEADC of ELGO – DIMITRA, to extend the validity of the existing Plan until the end of 2025.

This extension aims to allow sufficient time for the renewed collection and processing of both quantitative and qualitative data from the Organisation's personnel, the evaluation of the implementation progress of the GEADP, and the redefinition of the main intervention actions. The newly appointed Gender Equality and Anti-Discrimination Committee (GEADC) has commenced the development of a mechanism for the management of reports/complaints submitted to it, concerning incidents of discrimination and/or harassing behavior (verbal, psychological, or physical) on the grounds of gender and/or sexual orientation, ethnic origin, religion, or health/disability status of members of the Organization. These mechanisms will be included as an annex to the updated action plan, which is scheduled to be finalized within 2025.

This document therefore constitutes a slightly updated version (Version 1.1) of the Gender Equality Plan (GEP) of ELGO – DIMITRA, the implementation period of which is extended until the end of 2025.

In this version, the chapter concerning the institutional framework and the history of the establishment of the Gender Equality and Anti-Discrimination Committee (GEADC) has been updated, along with certain quantitative data that describes the current state of the Organization.

3. MISSION AND RESPONSIBILITIES OF THE GENDER EQUALITY AND ANTI-DISCRIMINATION COMMITTEE (GEADC)

The mission of the GEADC is to promote substantive equality across all levels of the organization and operations of the Directorate General of Agricultural Research and, more broadly, throughout the Organization—in all processes and aspects of research and professional life. More specifically, the GEADC is tasked with:

- a) Cultivating and strengthening a culture of equal participation in research, education, and professional life of the Organization.
- b) Formulating proposals to adopt measures that ensure equality in research, educational, support, and administrative processes, and evaluating the effectiveness of their implementation.
- c) Contributing to the prevention and resolution of discrimination based on gender, nationality or racial/ethnic origin, social or economic background, religion or belief, health or disability status, age, or sexual orientation across all levels and processes of the Organization. This also includes preventing and addressing sexism, sexual harassment, and any form of harassing behavior.
- d) Implementing educational initiatives and promoting or supporting research within its areas of responsibility.

The **Gender Equality and Anti-Discrimination Committee** has the following responsibilities:

- a) Drafting action plans to promote and safeguard substantive equality and combat discrimination and social exclusion in the Organization’s research, educational, and administrative processes. It also prepares an annual report submitted to the Organization’s Board of Directors.
- b) Proposing measures to the competent bodies for the promotion of equality and the prevention of discrimination, exclusion, and harassment, including sexual harassment and all forms of harassing behavior.
- c) Monitoring the implementation and outcomes of the above measures, and recommending their revision, modification, or enhancement as needed.
- d) Initiating and implementing actions to inform, raise awareness, and train members of ELGO-DIMITRA and the broader research community on issues related to gender equality and the prevention of all forms of discrimination, exclusion, and harassment.
- e) Promoting the development of studies, organizing seminars and lectures, and supporting the Organization’s participation in research and other activities aimed at assessing the current situation and fostering a more inclusive research and work environment in educational, research, and technological institutions, as well as other public sector entities.

f) Contributing to the development of mechanisms for receiving, recording, and managing reports or complaints related to discrimination, exclusion, sexual harassment, or harassment based on gender, racial or ethnic origin, religion or belief, health or disability status, age, or sexual orientation. It also provides or requests, on behalf of victims, special assistance from the Organization’s Board of Directors.

g) Participating as an equal member in the Network of GEADCs of Research Centers and Independent Research Institutes in Greece, actively engaging in the Network’s activities— often in collaboration with the corresponding network of Higher Education Institutions. It may also participate in other relevant national or international networks for the purposes of information exchange, capacity building, participation in funded projects, and other initiatives aligned with its mission.

4. KEY OBJECTIVES AND PRIORITY FIELDS

Taking into account the priority axes of the National Action Plan for Gender Equality 2021-2025 and the European Strategy for Gender Equality 2020-2025 and based on the qualitative and quantitative data collected by the working groups of ELGO-DIMITRA's GEADC, the GEADC of the Organization sets as its priorities initially all the objectives that touch upon issues of gender inequalities. In future editions of the GEADP to be released in due course, any issue concerning 'discrimination' in the sense of less favourable treatment of one person than another (on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religious or other beliefs, gender and sexual orientation) will be included.

In its present form, the ELGO-DIMITRA's GEADP has seven specific objectives, with the following direction:

1. The cultivation and consolidation of an organizational culture of gender awareness and the elimination of unconscious gender biases in human resource management (e.g.: traditional gender perceptions).
2. Improving the quality of research conducted in the Agency by ensuring the formation of heterogeneous research teams.
3. The empowerment of women at all levels, through the professional development and training of female researchers, technical and administrative staff, managers and support staff with a view to promoting excellence.
4. Increasing the participation of women in decision-making processes by inviting them to participate, thus ensuring pluralism and equal representation of views.

5. Strengthening links with industry by encouraging women to collaborate with private actors and develop innovation by turning their research results into tangible products/services.
6. Creating the conditions that will make ELGO-DIMITRA an attractive research, education and employment provider in the agricultural sector for female experts and talents from Greece and abroad, also contributing to prevent the brain drain of scientists abroad.
7. Ensuring the contribution of women experts to national and European needs in agricultural research, education, training and employment.

To achieve those objectives ELGO - DIMITRA focuses on six **Priority Fields**, following the guidelines of the European Institute for Gender Equality and Anti-Discrimination Committee (GEADC)¹⁶ aiming to *“identify and implement innovative strategies to promote cultural change and equal opportunities in Universities and Research Centres”*. Through these **Priority Fields** ELGO - DIMITRA contributes to reducing the Gender Divide also at an institutional level:

- A: Governance and decision making
- B: Recruitment, Selection procedures, and Career Progression
- C: Flexible and Agile Working
- D: Gender Strategy in Research
- E: Gender in Organisation Culture
- F: Gender in events, courses and activities

5. CURRENT STATUS

In order to achieve an overall assessment of the present situation in ELGO-DIMITRA with respect to the participation of women in research and administrative positions and the perception of a gender equality concept in the organisation, a wide investigation was conducted employing quantitative and qualitative indicators. To this end statistical data were collected across the different categories of positions and ranks (research, administration and technical personnel, decision making bodies and governing bodies) existing in the Organisation, for the period (2018-2022).

It is noted that the quantitative data concerning the total staff of ELGO-DIMITRA, as well as those concerning the staff of the General Directorate of Agricultural Research (GDAR), were updated based on data for the year 2024.

-Specifically **quantitative indicators** were used to determine:

1. The number of women and men holding positions in governing bodies and decision-making posts.

¹⁶ EIGE, <http://eige.europa.eu>

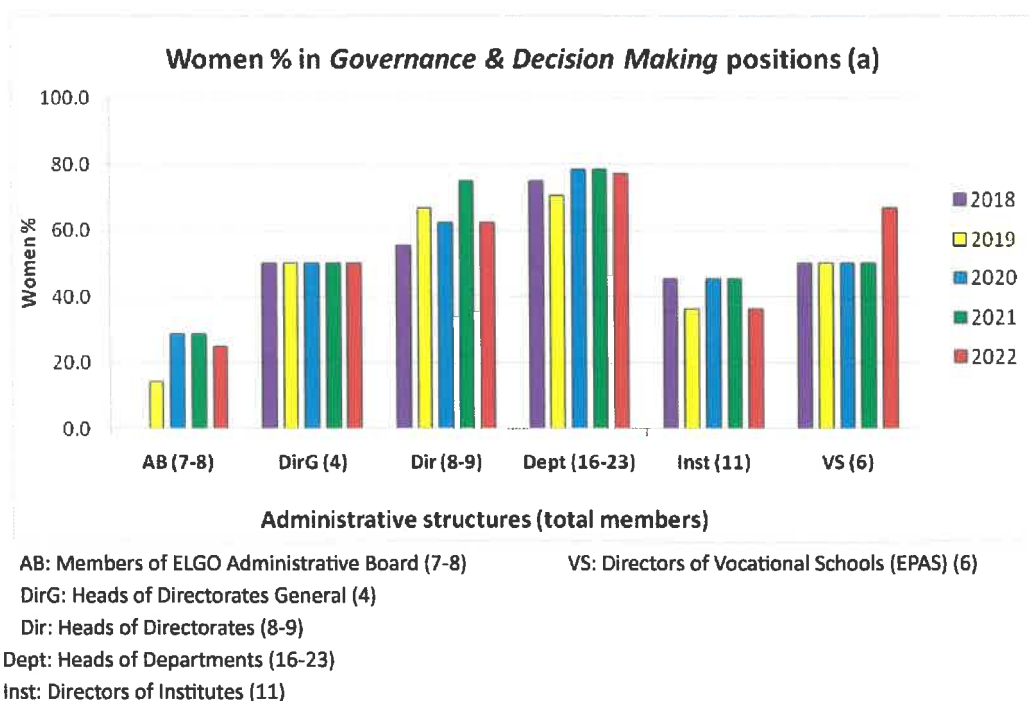
2. The number of women and men holding research positions at the four researchers’ levels.
3. The number of women and men holding administrative and technical positions per education and age.

In addition, an on-line **qualitative questionnaire** was used to gather information about the employees’ opinions on issues of gender equality practices and potential effects on personnel productivity and efficiency, incidences and frequency of general or gender-related harassment episodes in the work environment, and conditions that promote and support ‘employee wellbeing’ at work. Note that in 2024, ELGO-DIMITRA has over 966 persons of total permanent personnel, 55.5 % are women showing an upward trend compared to the previous four-year period (2018-2022) for which data was recorded (a 1% increase).

The Current Status of ELGO-DIMITRA is presented below for each priority field mentioned above in chapter 4.

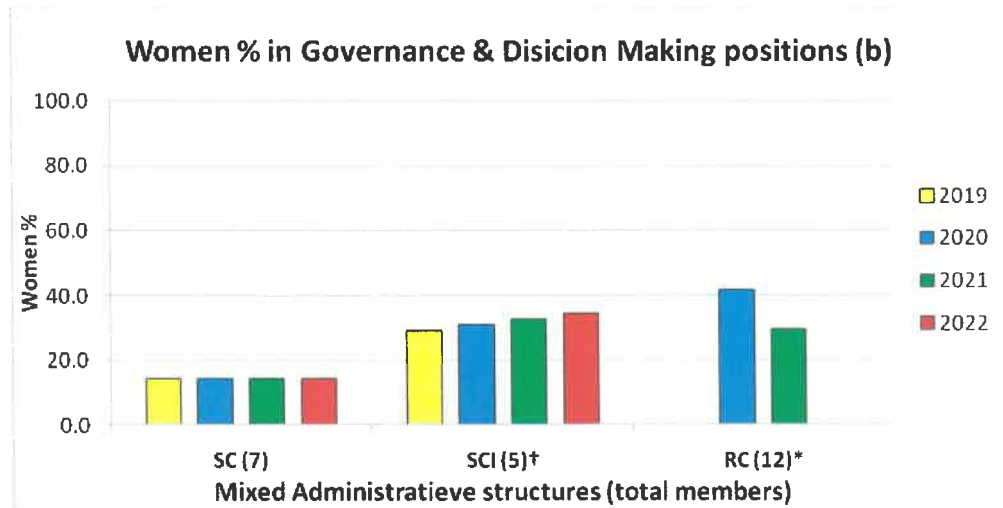
A) GOVERNANCE AND DECISION MAKING

The results of the quantitative survey for priority field A on Governance and Decision Making come from the ELGO DIMITRA's records and are depicted in the tables below. The first figure refers to administrative structures recruited solely by Organisation’s personnel (a), while the second refers to administrative structures recruited as well by outsourced personnel (b). Purely Research oriented administrative structures of Organisation are the Directors of Institutes, ELGO Scientific Council (up to 2023), the Agricultural Research Committee (since 2023), Scientific Councils of Institutes and Reviewing Committees.



ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025



SC: Members (7) of ELGO Scientific Council

SCI: Members (5) of Scientific Councils of Institutes († 11 Institutes)

RC: Members (12) of Reviewing Committees (* 35 Committees)

Points to be noted:

a) Administrative Structures:

- In terms of participation in the Administrative Board, over the years 2018-2022, we observe an overall underrepresentation of women with min 0% (2018) and max 28.6% (2020 and 2021), though an increase was observed in years 2022, 2021, 2020 as compared to years 2019 and 2018.
- On the other hand, less imbalances are observed at the level of Institute Directors (45.5%-36.4%), whereas an equal divide or overrepresentation of women are shown at the level of VS (Vocational Schools) Directors (50% women for years 2018-2021, and 66.7% for 2022-2024)
- At the level of Heads of Directorates-General, equal representation between men and women is evident with 50% women's participation across five years (2018-2022).
- At the level of Directorates Heads there is overrepresentation of women (62.5%-75%), which has increased the last four years, as compared to 2018 (55.5%).

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

- Notably, a striking overrepresentation of women is observed at the level of Department Heads (70.6% -78.3%) which increased consistently over five years. Further investigation of this phenomenon would be of value in order to explore the possible attributes leading to this outcome.

b) Mixed Administrative Structures:

Based on the analysis of the quantitative data significant disparities in participation levels between women and men are observed in the following categories:

- In the Scientific Council of ELGO-DIMITRA, which operated until 2023, there is a significant underrepresentation of women (14.3%) during the period 2018-2022, although the percentage shows a clear improvement in the last year (42.8%)

- In the Agricultural Research Committee of ELGO-DIMITRA, which started operating in 2024 and serves as a body equivalent to the Administrative Board for matters specified in Law 5035/2023, women are represented by three members out of a total of seven regular members.

-Similarly, low participation of women in the Scientific Councils of the Institutes (SCI), although an increase has been observed over the last four years (30%-38%, years 2019-2022).

- Low participation of women in the Reviewing Committees for researcher's evaluation and promotion (30-42%, years 2020 and 2021).

The aforementioned issues point to the necessity for corrective actions.

Conclusion:

ELGO-DIMITRA presents a mixed situation regarding women's participation in 'Governance and Decision making' leadership positions. The survey showed some very encouraging results but also revealed issues concerning low women's participation that need to be addressed and improved.

Specifically, whereas there is a lack of women in higher positions, like in the Administrative Board and the Scientific Council of the Organisation and the Scientific Councils of the Institutes, there are less inconsistencies between men and women participation in the positions of Institute Directors and equal participation or overrepresentation of women in Heads of Directorates and an overwhelming overrepresentation in positions of Department Heads.

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

Nevertheless, it should be noted that the Administrative Board of ELGO-DIMITRA and the Scientific Council are directly appointed by the Ministry of Rural Development and Food. The office of the Minister will be informed about the issue so that it could be taken into account in the next nominations. Furthermore, the high number of women at the level of Department Heads could be attributed to the fact that the majority of personnel in the Central Services are women.

B) RECRUITMENT/SELECTION PROCEDURES/CAREER ADVANCEMENT

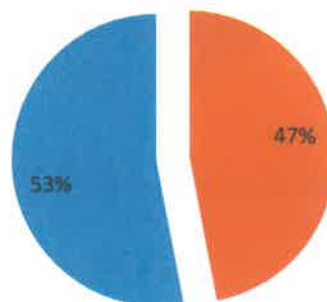
Quantitative data were collected from the Directorate General of Administration and Financing based on the personnel archives of the Organisation. The gender distribution of ELGO-DIMITRA for the year 2022 is depicted for **a) the Research personnel b) the Administrative, Technical and Educational personnel** in terms of educational level and age and **c) the overall personnel of ELGO-DIMITRA**.

a) Gender distribution of Research personnel:

In 2024, the total number of research staff at ELGO-DIMITRA was 180 individuals (male and female researchers and Special Research Scientists of all ranks), while an additional 150 individuals were support staff (Administrative/Technical/Auxiliary)

Researchers personnel

■ Females ■ Males

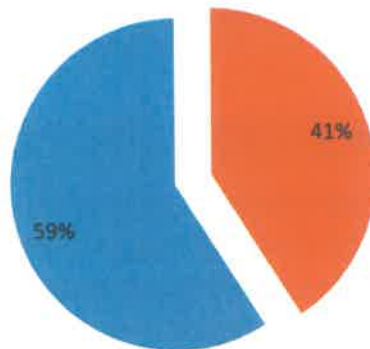


Researcher personnel of ELGO-DIMITRA

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION
of "ELGO - DIMITRA" v1.1 – July 2025

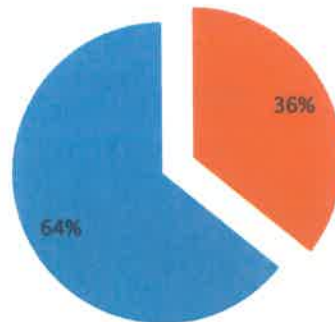
Research directors & Senior researchers

■ Females ■ Males



Assistant & Junior researchers

■ Females ■ Males

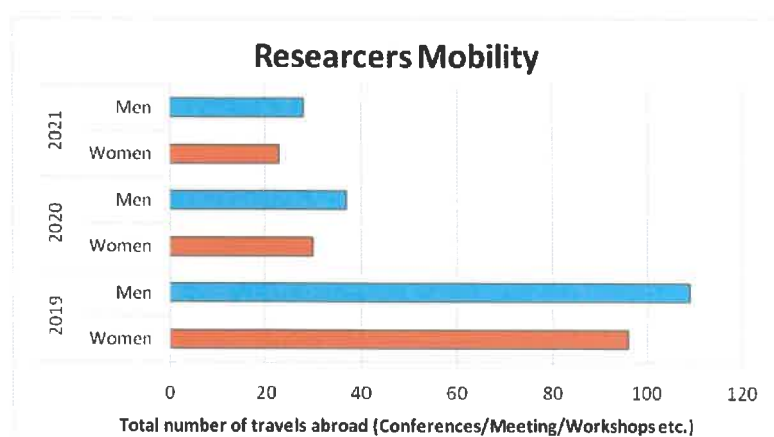
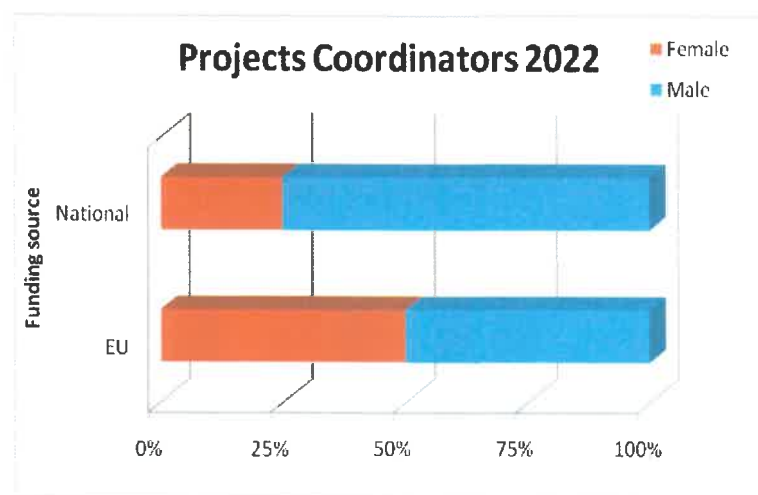
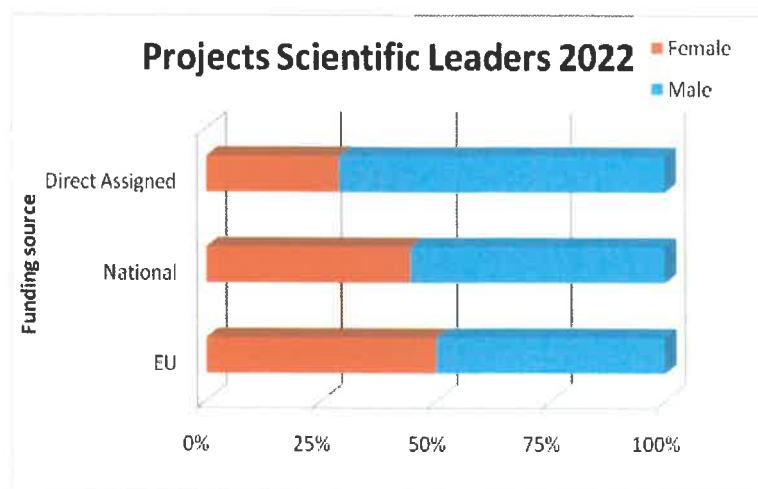


Researcher's personnel of ELGO-DIMITRA per career level

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

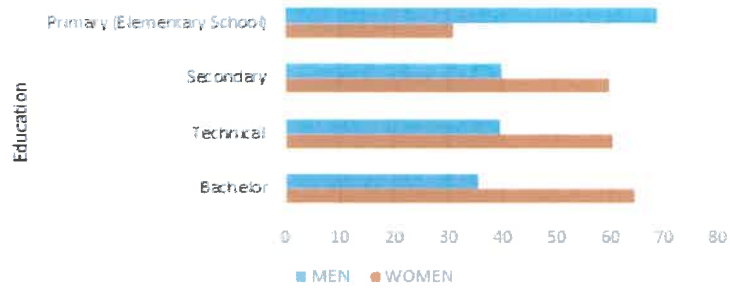
Leadership positions in Research Projects



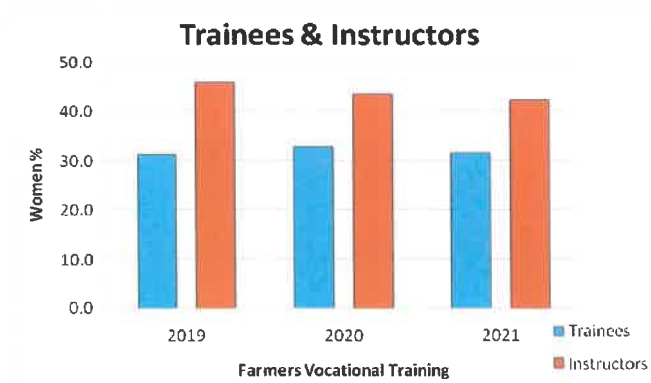
ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION
of "ELGO - DIMITRA" v1.1 – July 2025

b) Gender distribution of administrative, technical and teaching personnel (non-researchers) by gender and education/degree

**ELGO-DIMITRA PERSONNEL DATA FOR 2022
OPEN-ENDED CONTRACT**



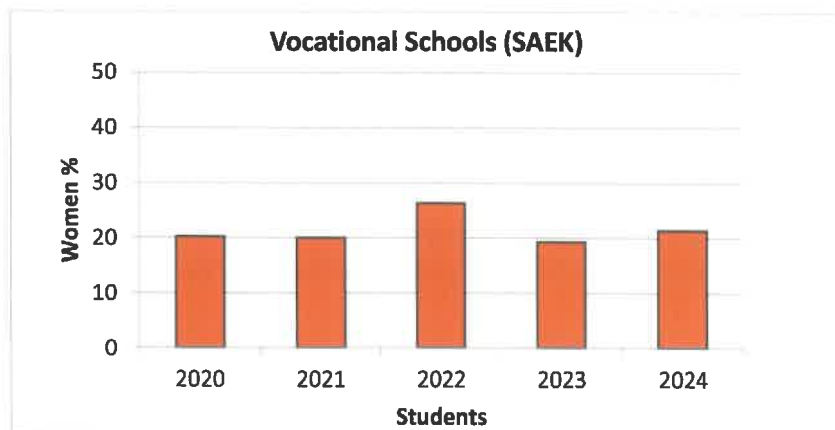
Instructors and Farmers Trainees



ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

Vocational Schools Students



Points to be noted:

a) Researchers:

- An imbalance is observed in the participation of men and women in the higher ranks of Researchers: in 2024, Research Directors and Associate Researchers account for 41% women, while in the lower and middle ranks, Assistant and Junior Researchers represent 36% of the total.
- In projects' leadership we can underline the lower representation of women in both National Coordination and Direct-assigned Scientific Leadership, showing that more efforts should be put at the National level to approach the European projects' percentage.
- Total number of travel abroad of ELGO-DIMITRA Researchers (conferences, meetings, workshops etc.). Researcher's mobility is almost equally distributed between women and men throughout the last three years, with a slight prevalence of men mobility.

b) Administrative, Technical and Educational personnel:

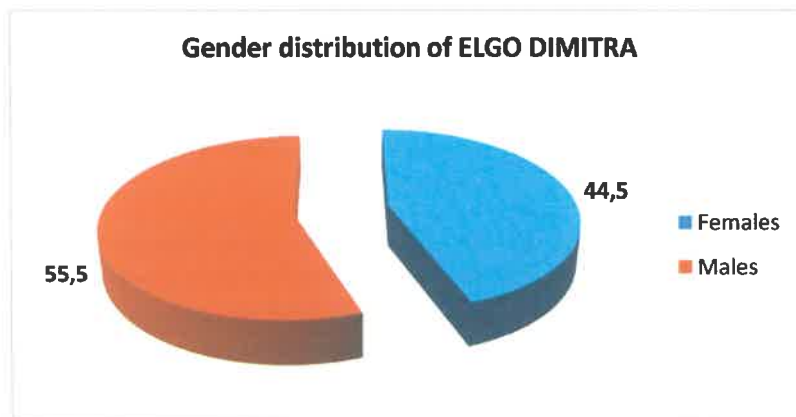
- High representation of women is evident in personnel positions at educational levels above the elementary (primary) level (BSc 64.6%, Technological College 60.4%, and Secondary Level 60.0%). On the other hand, in the primary level the majority is men (69%).

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION
of "ELGO - DIMITRA" v1.1 – July 2025

- Regarding the instructors, as well as to a lesser extent in trainees, the representation of women remains lower as compared to men, an imbalance which will be readdressed at the very next Gender Equality and Anti-Discrimination Committee meeting.
- Regarding the numbers of women studying at Vocational Schools (SAEK) of the Organisation, the participation remains characteristically low (up to 2024), a fact probably interconnected with the disciplines coverage of agricultural sector training. This depicts the traditional apprehension of gender orientation in agriculture and remains a crucial issue not only at the National level but also internationally.

These issues call for the necessity of corrective actions.

c) Overall distribution of ELGO-DIMITRA personnel by gender

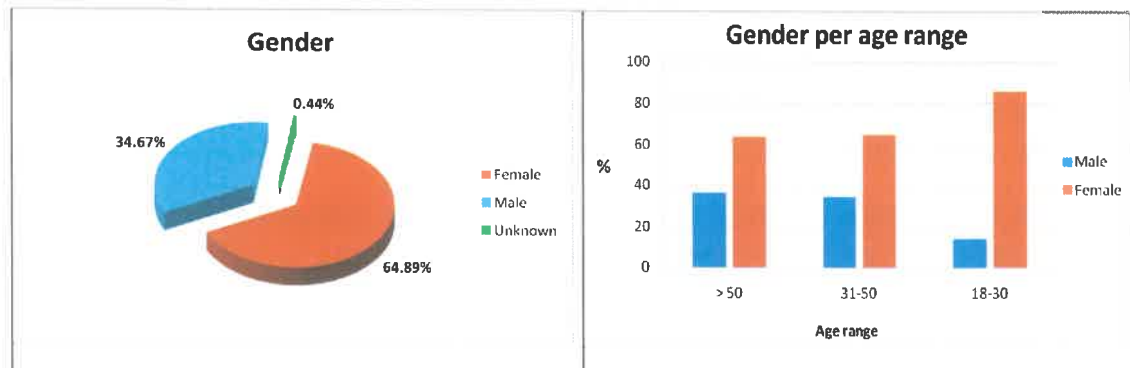


-The overall gender distribution according to the Organization's records is 55.5% women and 44.5% men.

With regards to following sections, additional collection of '**Qualitative Data**' was performed by completing anonymously a targeted questionnaire prepared by the GEAD Committee of the Organisation and which was distributed among personnel. It is observed that the collected data pertains to the year 2022. Out of 681 individuals, 250 completed the questionnaire, providing the DEADC with critical and valuable information, as the Organization will achieve a fully-fledged view of the situation.

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025



Points to be noted:

-Of the approximately 250 persons that responded to the questionnaire 64.8% were women and 34.6% men.

- The percentage of women (w) within each age range is as following "over 31" 62% (w) and in the age range "18-30" 85.7% (w)..

Analysis of the answers to the questionnaire with regards to the field 'Recruitment/Selection Procedures/Career Advancement' revealed that:

- 70% of the personnel feel that there are equal opportunities between women and men for career advancements in ELGO-DIMITRA. However 16.5% (of which 74% women) believe the opposite.

- 75% of the personnel believe that positions of responsibility are desired equally by both women and men.

- 88% believe that positions that constitute a professional challenge are important for both women and men

- 87% of the personnel believe that the training programs for the development of leadership skills are targeted to both women and men equally.

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

C: FLEXIBLE AND AGILE WORKING

To address the 'flexible and agile working' point 'Qualitative Data' were gathered from the aforementioned questionnaire. The survey addressed issues of employee 'well-being' at work and revealed the perceptions of the personnel with respect to flexible and agile working:

- 71.3% of personnel believe that a new mother/father colleague would perform better, if she/he had a more flexible schedule (working hours, telework).

- 75.2% of the personnel believe that a pregnant colleague would perform better if she had a more flexible schedule (flexible working hours, telework).

- 10% of women and 5% of men believe that the work environment is a barrier to raising a family. From this 15% the $\frac{3}{4}$ believe that mainly women face this barrier.

- 15% of women and 10% of men believe that raising a family hinders professional development, especially for women.

The major issue that has been identified is that women have to devote more time to family care which is at the expense of their career advancement.

- 39% of women and 24% of men believe that it would be better for women to be able to get time off during the first 2-3 days of menstruation.

- 60.5% believe that if this happened, equally it would be fair that a man would get time off when feeling unwell.

D: GENDER STRATEGY IN RESEARCH

Further analysis of the answers to the questionnaire revealed that:

- The majority of the personnel, 95%, believe that educational programs offered for the development of scientific/research skills are targeted equally to both men and women.

- Researchers in the three higher levels have lower numbers of women. However there are more women researchers in the junior grade. This may correct, in part, the observed disparities

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

in the higher grades as women will be going through their promotions to the higher researcher's grades.

- At present there is no systematic monitoring of the gender distribution of the applications received for the Researchers positions.

E: GENDER IN ORGANISATION CULTURE

The survey addressed the concept of gender in the organisational culture and included questions in order to record ELGO-DIMITRA personnel perceptions on equality and experience at work.

- 95.2% of the personnel reported that they would hire both men and women.

- 98.7% of the personnel reported that they would prefer a work environment composed of both men and women.

- 83% of the personnel believe that professional skills do not depend on gender.

- 10.6 % women and 4% men reported that they have been victims of some sort of harassment at work.

- Of those 49% reported that they did not feel safe or protected at the work environment and 55% did not feel they could turn to someone for protection.

- 4.9% (all women) have reported that they have been sexually harassed. Of those 45% did not feel safe or protected at the work environment and 54.5% did not feel they could turn to someone for protection.

F: GENDER IN EVENTS, COURSES AND ACTIVITIES

At present there is no systematic monitoring of participation in events and research visibility activities with regards to gender.

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

6. MAIN ACTIONS OF INTERVENTION

Priority field A: Governance and Decision making

Objectives: measures should be undertaken to achieve balance in the Administrative Board of Directors, the Scientific Council of ELGO-DIMITRA, and the Directors of the Institutes by encouraging and giving the opportunity to women to have increased participation in those posts, ensuring inclusivity.

Nevertheless, it should be noted that the Administrative Board of ELGO-DIMITRA and the Scientific Council are appointed by the Ministry of Rural Development and Food. The office of the Minister will be informed about the issue so that it could be taken into account to the next nominations.

Specific measures include:

- Seek gender-balanced expertise for managerial positions.
- Ensure that equality, diversity and inclusion principles are embedded into governance and strategic planning.

Priority field B: Recruitment, Selection procedures and Career Advancement

Objectives: to provide women and men with professional support and attract suitable applicants in senior posts based on gender equality.

Specific measures include:

- Assessment of women and men recruitment balance by registering applications received vs admissions in terms of gender.
- Formulate invitations to encourage women applicants to positions where they are underrepresented and support admissions based on gender equality in general (e.g. application could include: 'for parent applicants with young children child care facilities will be provided).

Priority field C: Flexible and Agile Working

Objectives: promote measures that ensure a balance between work and family and personal life and support employee 'wellbeing' at work

Specific measures would include:

- Flexible working models (working hours, tele-working, work remotely)

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

- Coordination and clear assignment of responsibilities
- Guidelines for work-life balance.

Priority field D: Gender Strategy in Research

Objectives: undertake actions to address gender imbalance in various aspects of the Research sector in ELGO-DIMITRA.

- Integrate the dimension of 'gender' in research proposals from design to implementation and analysis of data (e.g. monitor activities/needs/opinions of both women and men farmers/producers in the context of current agricultural challenges, monitor nutritional habits and preferences based on gender-balance, etc.)
- Introduce the concept of 'gender advisor' in research programmes to promote the notion of gender-sensitive research and gender-balanced research.
- Explore why the number of women Project Coordinators is low. In case there is limited time available to devote to the coordination of projects due to child care, suitable support should be provided.
- Explore the causes of low women participation in the Scientific Councils of the ELGO – DIMITRA Institutes. Encourage women scientists to participate in these Councils.
- Provide support for women researchers who have been on maternity leave as well as researchers that are parents with young children.
- Introduce modules of training/consulting aiming to acquaint women producers/farmers with new tools and technologies.

Priority field E: Gender in Organisational Culture

Objectives: to educate and inform about the GEP and provide modules that will protect from gender discrimination and harassment

- Ensure gender equality education for all personnel in order to eliminate gender stereotypes and discrimination

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

- Establish use of gender-inclusive language in all official documents as proposed under the art. 12 of Law 4604¹⁷ on *Promoting substantive equality between the sexes*.
- Publish the GEP current plan and future versions of it on the Organisation's website both in Greek and English languages.
- Create a support service under the supervision of Gender Equality Committee for the report of incidences of discrimination and harassment based on gender and formulate moderator procedures that will try to address each conflict prior its reference to AB and the adoption of official corrective measures.

Priority field F: Gender in events and research activities

At present there is no systematic monitoring of participation in events and research visibility activities with regards to gender. However, the GEC is committed to collect and analyse pertinent data and propose actions for this priority field in the future version of the GEP.

7. MONITORING AND EVALUATION

The ELGO-DIMITRA GEP will be continually developed and enriched. Monitoring will be committed to annual report about the progress towards gender equality and share the findings with the organisation. The monitoring will be based on derived qualitative or/and quantitative indicators and on follow-up instruments adapted to the purposes of the proposed actions. ELGO-DIMITRA also recognises the importance of engaging an external Advisor in the process of a constructively reviewing of the measures proposed by the GEP Committee, and it will consider starting this process soon. This appointment will help to co-designing and evaluate the monitoring instruments and channels, oversee the implementation of the actions proposed and provide input for an effective and uniform application across all sites.

Funding excellent research is one of the main priorities of ELGO-DIMITRA. In order to continue to do so, achieving the GEADP objectives is the key to generate a gender competent institutional culture among the research community and ELGO-DIMITRA.

ELGO-DIMITRA will develop annual tailored processes and outcome indicators in the next phase of the GEP (implementation phase), using quantitative and/or qualitative indicators to

¹⁷ Law 4604/2019 "Promoting substantive equality between the sexes and combating gender-based violence", Government Gazette, 50 A', 2019.

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

measure efficiency, effectiveness and impact. In addition, the Gender Equality Committee will further contribute to creating a favourable environment for the effective implementation of the GEP actions. Organisation of meetings every three months, as well as unscheduled whenever needed, will be an important component for discussing, reporting and assessing the progress, main achievements and aspects that can be improved. This will allow the identification of possible problems while acting proactively upon them.

8. DEDICATED RESOURCES AND ACTIONS

To implement and achieve the objectives regarding gender equality, ELGO-DIMITRA has ensured that the Gender Equality and Anti-Discrimination Committee (GEADC) has access to the necessary resources, as outlined below:

1. **Publicity and Open Access to the GEADP:** The Gender Equality and Anti-Discrimination Plan (GEADP) of ELGO-DIMITRA constitutes an official document published on the Organization's website, signed by the President of the Board of Directors and disseminated within the Organization. It demonstrates ELGO-DIMITRA's commitment to gender equality, sets clear objectives and adopts detailed actions and measures to achieve them.
2. **Resource Availability in GEADP:** Adequate resources and specialization have been allocated within GEADP. The Organization recognizes the type and volume of resources required to support a continuous and sustainable process of organizational change and ensures the commitment of sufficient resources for: a) the operation of GEADC, b) the awareness-raising of staff, students, and external collaborators on gender equality and anti-discrimination issues and c) the implementation of the GEADP, by a total of 18 individuals comprising the regular (9) and alternate (9) members of the GEADC.
3. **Data Collection and Monitoring:** ELGO-DIMITRA has already initiated the collection of updated qualitative and quantitative gender data concerning its personnel (and students, in case of Vocational Schools of Agricultural Education), which will be linked to specific reference indicators. Some general data in the current edition of GEADP has been updated for 2024, while the complete dataset will be presented in the next edition upon completion of the data collection and processing for the current year (2025).
4. **Staff Training:** ELGO-DIMITRA will include informational and educational activities in GEADAP. Through these actions, the entire Organization will be engaged in a continuous and long-term process involving activities that address unconscious gender biases

ACTION PLAN FOR GENDER EQUALITY AND COMBATING DISCRIMINATION

of "ELGO - DIMITRA" v1.1 – July 2025

among staff and in decision-making. Additionally, GEADP will include publicity and training actions on gender equality, focusing on specific topics or groups. The implementation of staff awareness and training actions has already commenced during the 2022–2024 period, with two online seminars organized on the topic of inclusive language. Specifically:

- In May 2024, an online seminar titled *“Gendered Language. Language has no bones but breaks bones: Necessities and Clarifications”* was held, presented by Dr. A. Fotopoulou.
- In October 2024, another online seminar titled *“Overcoming Linguistic Sexism – A Priority for a Modern and Inclusive Society”* was conducted, presented by Dr. D. Kongidou.

Additionally, GEADC members and staff of ELGO-DIMITRA participated in awareness and outreach activities organized by the national GEADC Network of Research Centers and Independent Research Institutes.